Personnel Transformation

Human Resources IT Conference

AN ARMY OF ONE

28 Oct 03

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Provide an overview of current and future Army Personnel Transformation efforts, changes, and impacts on the Army

OVERVIEW

➢ **Vision**

➢ **Strategic Objectives**

➢ **Mission**

➢ **Information Technology (IT) & Army Enterprise Human Resources System (eHRS)**

TRANSFORMATION

Army Vision

- People - Centerpiece of all we do
- Readiness - Foundation to fight and win the Nation's wars
- Transformation – Process to change the way we think &
  develop the capabilities required in the 21st century

"Transformation is about changing the way we think"
(GEN Myers, CJCS, Apr 2003)

Army Personnel Transformation Vision

A comprehensive and integrated Human Resource capability that enables the manning, readiness, & well-being of the Army through transformed programs, policies, procedures, and Information

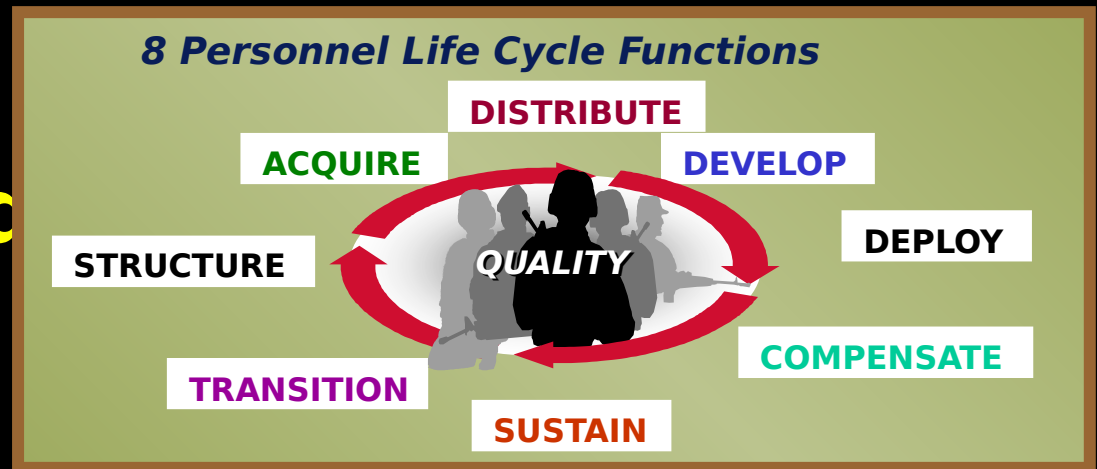*"Changing the way we accomplish our HR life cycle functions . . ."*

More than technology and systems

8 Personnel Life Cycle Functions

DISTRIBUTE

ACQUIRE

DEVELOP

STRUCTURE

QUALITY

DEPLOY

COMPENSATE

TRANSITION

SUSTAIN

**HR programs, policies, and procedures
to support Future Force**

Fundamental change in capabilities to better support joint warfighting and operational

➢ **Ensure transformation of Army Human Resources**
  programs, policies, procedures, & IT systems for
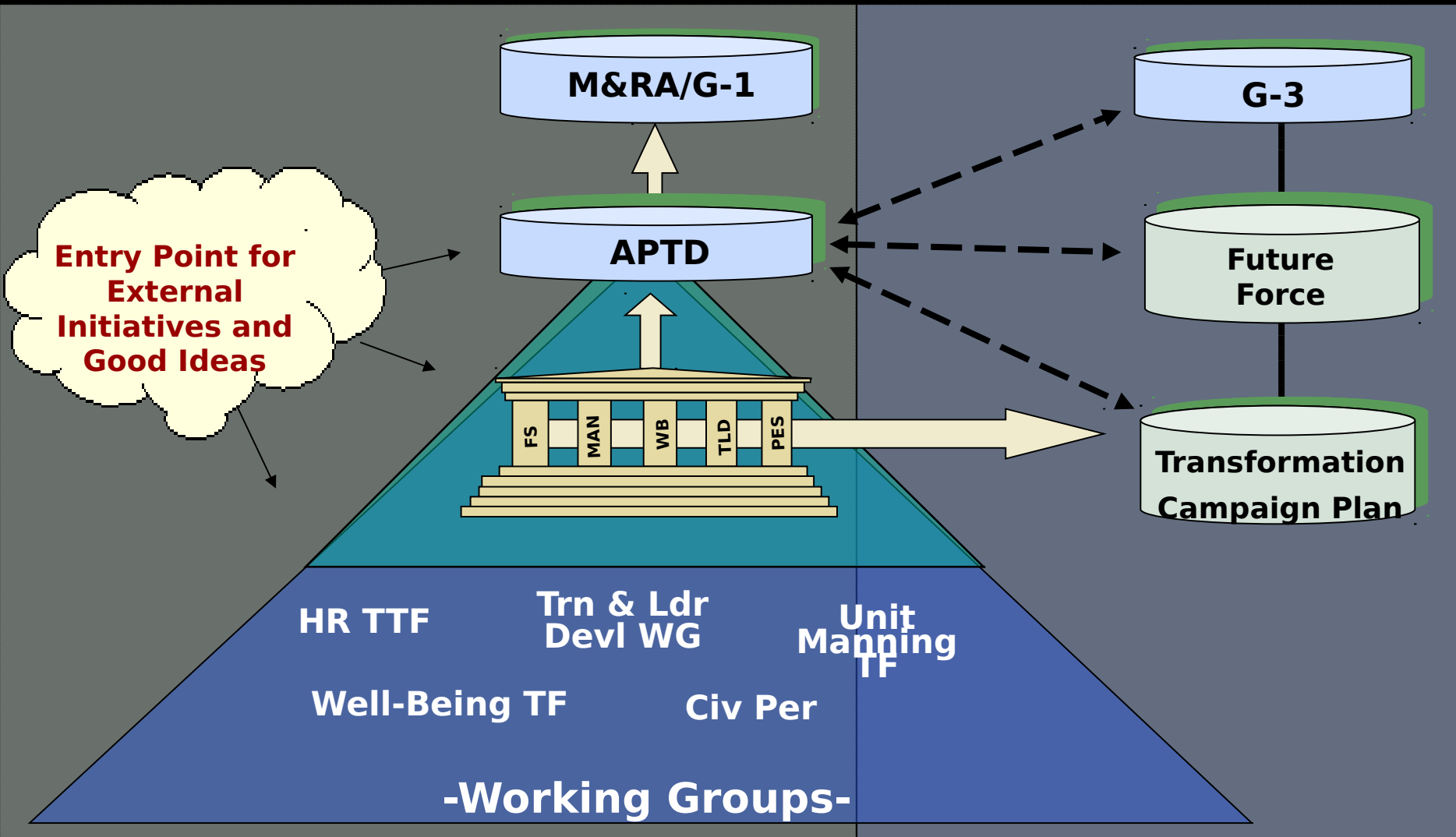 **G-1**

- **Plan, lead, integrate, and synchronize HR transformation**

- **Manage resources, serve as focal point a...**
  techn...

Every aspect of HR management - no policy, procedure, or system is
out-of-bounds

PT INTEGRATION

Entry Point for External Initiatives and Good Ideas

M&RA/G-1

APTD

G-3

Future Force

Transformation Campaign Plan

FS | MAN | WB | TLD | PES

HR TTF

Trn & Ldr Devl WG

Unit Manning TF

Well-Being TF

Civ Per

-Working Groups-

APT KEY AREAS

People
- Consolidated MOSs
- Mil/Civ conversions
- HR

Process/Policy
- BPR
- Well-Being
- National Personnel

Organization
- Restructured Personnel Units
- Flattened AG structure
- Unit Manning/Unit Rotation

IT
- eHRS, DIMHRS, AKO
- Legacy Systems
- COTS
- Best Practices
- Network Centric
- Joint Systems

HR IT

261– Baseline Briefed in 2000

79 – Retired (reported in 2002)

21 – Added (Not previous reported)

37 – Retired/Removed
23 - Retired
10 - Not G-1 system
2 - Sub-system
2 - Reports

Initiatives

➢**Army eHRS:**

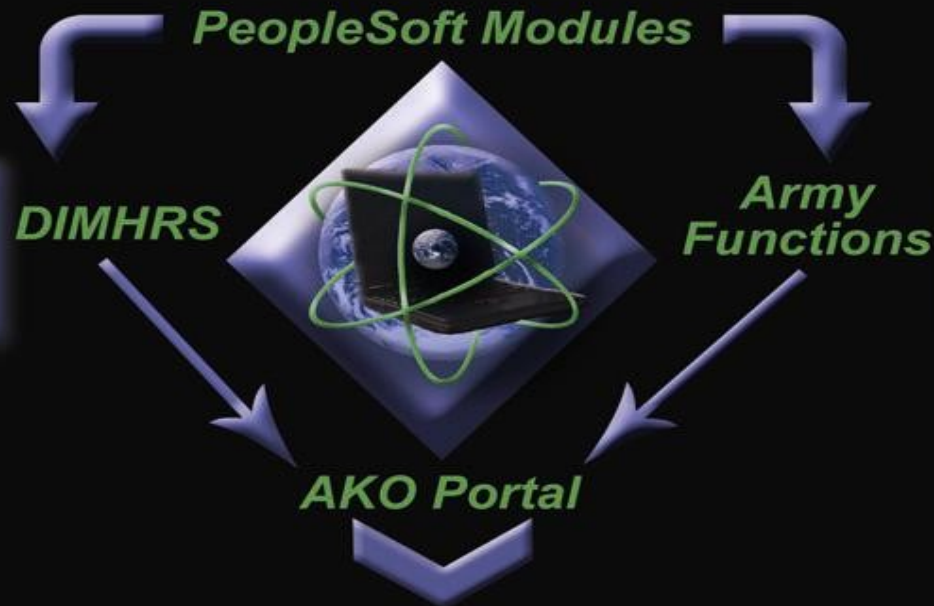• **Conversion of multiple HR legacy systems into a single web-based**

- **Mission:** Create a single, integrated, multi-component military personnel and pay system for all DoD military personnel during peace, war, and throughout mobilization and demobilization

- **Challenges:**
  - Replace inefficient and fragmented system structure
  - Transform military human resources management
  - Support and implement BMMP principles
  - Change Management/Multi-Components/Multi-Service

- **Enterprise Solutions:**
  - High Level Support (Congressionally-mandated)

DIMHRS IOC

Other Services Deployment (FY06)
Full Operating Capability (FY07)

Army IOC — *1st QTR 06*

Issue Resolution and Policy Revision

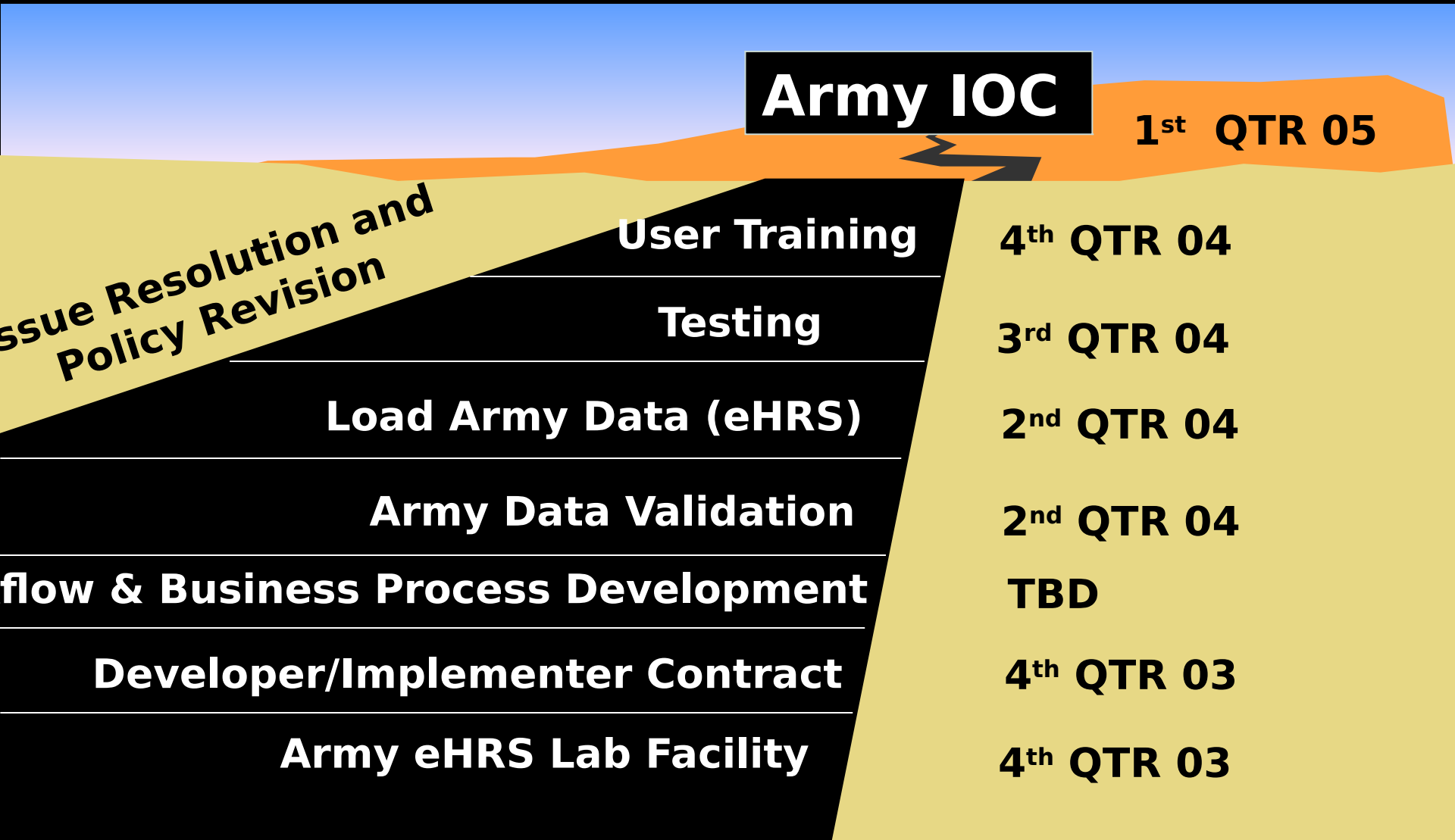|	
Testing	*3rd QTR 05*
End User Training	*(TBD)*
Army Data Load into DIMHRS	*4th QTR 04*
Army Data Validation	*2nd QTR 04*
Workflow & Business Process Development	*TBD*
Business Area Review	*1st QTR 04*
Developer/Implementer Contract	*4th QTR 03*

- **<u>Operational Mission</u>: Provide an integrated HR capability throughout each component of the Army; Active, Reserve, and National Guard, based on DIMHRS Operational Architecture.**

- **<u>Challenges</u>: Multitude of systems not being subsumed by DIMHRS.**
  - **Lack of common business rules and data**
  - **Transformation without disruption**
  - **Change Management**

- **<u>Solution</u>: Web-based ERP solution (PeopleSoft) leveraging technology, best business practices, and DIMHRS.**

eHRS INITIAL OPERATING CAPABILITIES (IOC)

Army IOC

1st QTR 05

Issue Resolution and Policy Revision

User Training	4th QTR 04
Testing	3rd QTR 04
Load Army Data (eHRS)	2nd QTR 04
Army Data Validation	2nd QTR 04
flow & Business Process Development	TBD
Developer/Implementer Contract	4th QTR 03
Army eHRS Lab Facility	4th QTR 03

SUMMARY

Reachable, Reliable, Relevant...

Future Force

Revised policies & procedures
Systems Migration

Redesign of PSS struct

DIMHRS FOC	**FY07**
DIMHRS IOC	**FY06**

Modular, multi-compo & joint structure

Army eHRS IOC   **FY05**

BPRCORPS G1/AG & PMC   **ACLC**
PERMS FOC   **HR Command**   **FY04**

Realignment of workforc

Army eHRS Laboratory   **Army Benefits Tool**

Reengineered/New Programs, Procedures, & Policies

My ORB **ITAPDB FOC**

DCPDS (Modern)
eMILPO   **FY03**

Army eHRS & DIMHRS

Current Force